



CMP Gender Pay Report

CMP is a business that is underpinned by its core values and the belief that anyone can equally contribute and make a difference to our business regardless of an individual’s diversity, including gender.

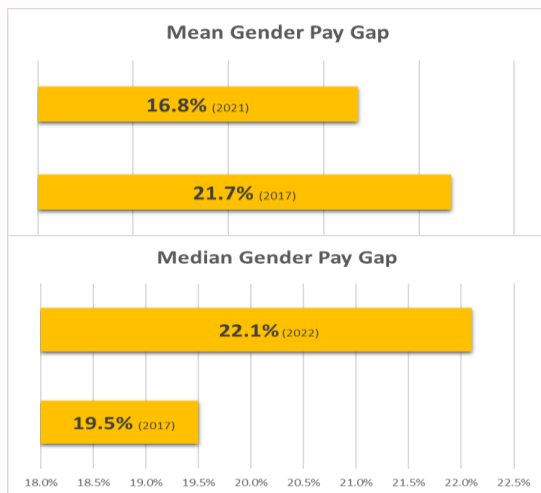
Background

As an employer of over 250 employees, CMP is required to report and publish its findings on Gender Pay in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The findings outlined below are as of the ‘snapshot’ date of 5th April 2021 as required under the reporting guidelines.

Findings

Gender Pay Gap



Males are paid on average 16.8% more than females. This compare to 21.7% in 2017 when gender pay reporting commenced.

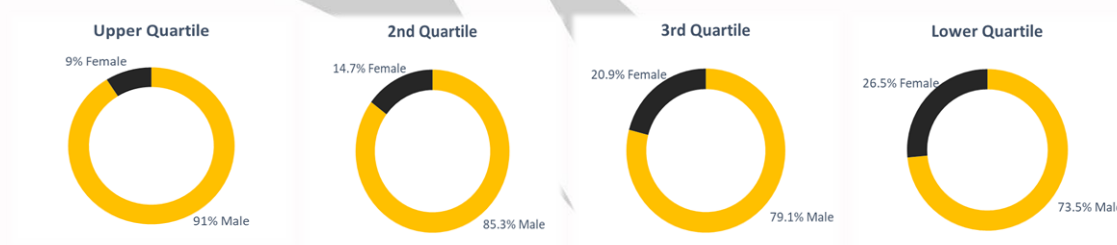
The middle male is paid 21.2% more than the middle female. This compares to 19.5% in 2017 when gender pay reporting commenced.

Bonus Payments

No bonus payments were made in the reporting period, therefore the mean, median and proportion of males to female’s receiving a bonus were all 0%.

Pay Quartiles by Gender

The below sets out the percentage of males and females in each pay quartile. The quartiles are based on dividing the total number of employees into four quartiles based on salary.



Response to the findings





As indicated in our report for the snapshot date of 5th April 2020, a large proportion of our workforce are time-served, skilled machinists and engineers, which in the whole are male. We continue to address proactively in schools, colleges and universities to attract a more diverse workforce into these areas of our business through our well recognised apprenticeship scheme. Our ratio of females to male across our business has increased from 16% in 2018 to 18% in 2021. This increases to 31% female to male ratio out of the direct manufacturing environment.

The vast majority of our workforce continues to be made up of time-served, skilled machinists and engineers who, due to their experience and level of training, typically attract a higher level of pay and this is reflected in the findings.

Where we have females in comparative roles such as sales, marketing and commercial we can confirm they are paid in comparison to male peers, both in hourly rates and bonus structure (provided that the role is eligible for a bonus). The business is also establishing pay bandings which will continue to ensure that roles are paid consistently on the basis of skills and competence, regardless of gender.

Whilst we are a diverse business with global operations we recognise that the outcome of our reporting is driven by the wider impact of attracting females into STEM (Science, Technology, Engineering & Maths) roles that challenges many manufacturing and engineering companies.

We will continue to drive our recruitment across a broad spectrum to attract a more diverse workforce and continue with our efforts to bring more females into manufacturing and engineering careers through our work with schools, colleges and universities.

A handwritten signature in black ink, appearing to read 'S.B.', is written over a horizontal line.

Sam Briggs
Human Resources Manager